

# ENLISTED CAREER NOTES



## DRILL SERGEANT SELECTION

Noncommissioned officers who would like to become drill sergeants have two options for selection: They may apply for entrance into the program or they may be nominated by their career branch.

Selection criteria for the program are listed in AR 614-200, Paragraph 8-17.

To be eligible to enter the Active Army Drill Sergeant Program, all candidates must meet the following non-waivable prerequisites:

- Be prepared to complete the Army Physical Readiness Test successfully shortly after arriving at Drill Sergeant School (AR 350-15 applies). *Volunteers* must have passed the APRT within the last six months and must furnish a copy of their physical fitness test score cards with their applications. Weight limits are prescribed in AR 600-9. The minimum physical profile guide for selection is 222221 without drill sergeant restrictive assignment limitations.

- Have no speech impediment.
- Display good military bearing.
- Have no record of emotional instability as determined by a screening of health records.

- Be a high school graduate or have GED equivalent.

- Have demonstrated leadership ability during previous tours of duty.

- Have no record of disciplinary action or time lost under 10 USC 972 during current enlistment or in the past three years, whichever is longer (includes an Article 15 filed on the restricted fiche).

- Have demonstrated the ability to perform in positions of increasing responsibility as a senior NCO in the Army, as reflected on NCO-ER.

- Have achieved a passing score on last Skill Qualification Test.

- Be serving in the ranks of sergeant through sergeant first class/platoon sergeant. Have a minimum of four years

time in service; have successfully completed the Primary NCO Course or Primary Leadership Course, as appropriate; and, if in the rank of sergeant, must be recommended by a commander in the rank of lieutenant colonel or higher.

- Have not received an enlistment bonus or a selective reenlistment bonus for current service obligation if PMOS is not among those authorized for drill sergeant positions.

Noncommissioned officers who are stationed overseas and who would like to apply for the drill sergeant program should submit their applications with supporting documents 8 to 10 months before their DEROS (date eligible to return from overseas).

## PINPOINT ASSIGNMENTS

All soldiers on assignment instructions to the U.S. Army, Europe (USAREUR) and Seventh Army receive pinpoint assignment instructions (PPAI). But these instructions are issued and received by different agencies at different times, depending upon a soldier's skill level.

The United States Army 1st Personnel Command furnishes PPAI as follows:

**Skill Level 1.** Upon a soldier's arrival in USAREUR.

**Skill Levels 2, 3, and 4.** To the losing military personnel office (MILPO) during the fifth month before the month in which the soldier is scheduled to arrive in USAREUR, or within 20 working days of the date of the appropriate Enlisted Distribution Assignment System (EDAS) cycle.

**Skill Level 5.** To the losing MILPO through the U.S. Total Army Personnel Command (PersCom) concurrent with the appropriate EDAS cycle.

Additional information is available in AR 614-200, Selection of Enlisted Soldiers for Training and Assignment, and DA Pamphlet 600-8-10. Both publica-

tions are available for review at local personnel action centers (PACs).

## ROTC INSTRUCTOR POSITIONS

The Combat Arms Career Division, Enlisted Personnel Management Directorate, is looking for senior NCOs to fill ROTC instructor positions in all four of the ROTC regions.

Applicants should have served successfully as either drill sergeants, platoon sergeants, or first sergeants. Additionally, the Cadet Command would prefer that they be graduates of the U.S. Army Sergeants Major Academy, but this is not mandatory. All NCOs assigned to ROTC duty must also meet the Army's physical fitness and weight standards.

Interested combat arms NCOs should contact their respective career branches at PersCom to initiate the application process.

## EFMP ENROLLMENT IS MANDATORY

Some soldiers with family members who have exceptional medical problems and who are not enrolled in the Exceptional Family Member Program (EFMP) are running into problems. As these soldiers receive assignment instructions for overseas and apply for family travel, some of these requests are being disapproved because the gaining unit does not have the proper facilities to care for these family members.

Faced with the prospect of a two-year family separation, these soldiers are calling PersCom to request changes to their assignments. Deletions and deferments from assignment instructions will not be granted, however, solely for the purpose of enrollment in the EFMP.

Effective 1 August 1986, all soldiers

with assignment instructions to overseas areas were ordered to have their family members medically and educationally screened and, if required, enrolled in the program.

It is to the advantage of a soldier and his family to enroll in the EFMP before receiving assignment instructions. When a soldier who is enrolled in the EFMP is nominated for assignment, PersCom will coordinate with the gaining command to determine whether services are available where a valid personnel requirement exists. When services are not available, PersCom may consider alternate assignments based upon existing assignment priorities.

Decisions for family travel outside the continental United States (OCONUS) will not be finalized for soldiers who indicate on DA Form 4787 (Reassignment Processing) that their family members require special services unless they are enrolled in the program or complete and forward EFMP information to the gaining OCONUS command.

Soldiers enroll through their local Army medical treatment facilities. Questionnaires (DA Form 5291-R series) or Functional Medical Summary Sheets (FMSSs) are completed by the sponsors and verified by the attending medical or educational specialists. The questionnaires or FMSSs are forwarded to the regional EFMP coding team who convert the information to coded booklets and forward the booklets to PersCom. Enrollment in the program is now mandatory and must be revalidated every three years.

EFMP information is not maintained in local or DA level files that are viewed by promotion or school selection boards.

## FROM ACTIVE TO RESERVE COMPONENT

The training a soldier receives while on active duty will have a positive effect upon his training when he makes a transition to the Reserve Components (the National Guard and the U.S. Army Reserve).

Training is the top priority of the Total Army, and training in the Reserve Components is much like that found in the Ac-

tive Army. There are some differences, however, in the way the training is carried out.

RC commanders face constraints on time, training areas, and equipment. RC units usually meet for 12 weekends a year at a local armory or Reserve Center and perform two weeks of annual training. Few RC facilities are located near outdoor training areas, and weekend drill time is often used to improve individual skill proficiency and to conduct limited small unit collective training.

During its two-week active training time, an RC unit conducts collective training with the emphasis on hands-on activity. This two-week period is normally conducted at an Active Army installation, a regional training site, or an overseas area. During this period, the units participate in large unit field training exercises (FTXs). RC support elements provide support, in some cases augmenting or even replacing their Active Army counterparts.

Today, more than ever before, the Army Reserve and Army National Guard are being counted upon to accomplish the many missions that will be assigned to them in the event of mobilization.

## PHYSICAL FITNESS AND THE NCO-ER

A number of questions have been asked regarding the evaluation of physical fitness on the new NCO-ER. The following pointers should help clear up some of these problems:

The NCO responsibility of Physical Fitness and Military Bearing includes a number of interrelated components. Physical fitness, only one factor of total fitness, is the physical ability to accomplish the mission—combat readiness. Military bearing consists of posture, dress, overall appearance, and manner of physical movement.

The Army Physical Fitness Test (APFT) measures the basic components of physical fitness and evaluates a soldier's ability to perform physical tasks.

Ratings of "Excellence" based solely on the rated NCO's performance on the APFT must be justified with a bulleted example that reflects a score of 290 or

higher (290 is the DA standard for excellence on the APFT).

Ratings of "Excellence" based on performance other than the APFT—such as significant achievement in sports or recognition based on military bearing—must be justified by bulleted examples that reflect excellence in those particular areas. The rated NCO must first and foremost meet the Army standards for the APFT.

Ratings of "Excellence" based on the performance of the rated NCO's subordinates must be justified by bulleted examples that reflect the rated NCO's direct influence on such performance.

Bulleted examples of excellence reflecting the rated NCO's leadership in this regard, however, may be more appropriate under the NCO responsibilities of "Leadership" or "Training."

## REENLISTMENT ELIGIBILITY FOR ALIEN SOLDIERS

The Army's new policy concerning the reenlistment eligibility of alien soldiers includes the following key features:

- Aliens now serving in the Active Army or the Reserve Components will not be eligible to reenlist after they have seven years of military service.

As an exception, alien soldiers who enlisted before 1 January 1986 may extend or reenlist. But their expiration of term of service (ETS) dates cannot go beyond 31 December 1992 unless they become U.S. citizens.

- Prior-service aliens who want to enlist in the Army National Guard or Army Reserve will not be eligible to enlist if their total terms of military service add up to more than seven years at the time of enlistment.

- Aliens who have more than seven years of military service and who want to reenlist will be permitted to extend their current enlistments for periods not longer than 12 months, if they can show proof that they have filed for citizenship and are waiting for court dates.

These restrictions do not apply to soldiers from the Federal States of Micronesia or the Republic of the Marshall Islands.

# OFFICERS CAREER NOTES



## IOBC-RC

The Infantry Officers Basic Course, Reserve Component (IOBC-RC) is designed to provide branch qualification for Reserve Component infantry lieutenants. The eight-week course is oriented toward hands-on field training in combat critical infantry skills.

Following this active duty for training, officers must complete the 120-hour IOBC-RC Correspondence Course in order to become branch qualified.

This year's IOBC-RC class is scheduled for 25 June to 21 August 1989.

Further information is available from Captain Dave Taggart, AUTOVON 835-2783/4052 or from Commandant, U.S. Army Infantry School, ATTN: ATSH-I-V-C-O, Fort Benning, GA 31905-5593.

## WEST POINT MASTER'S DEGREE PROGRAM

The Behavioral Sciences and Leadership Department in conjunction with the Corps of Cadets, United States Military Academy, recently implemented a new master's degree program. It is called the West Point Fellowship in Leader Development (WPFILD).

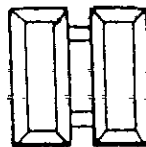
This program will allow a tactical officer to get a master's degree in leader development during the first year of his 48-month USMA stabilization. This means that an officer will spend only four years getting his degree and completing the utilization tour instead of the normal five years.

The WPFILD is a two-year program. The first year is entirely academic. An officer attends classes at West Point in pursuit of his advanced degree, and all academic requirements must be completed during this year.

The second year is a practicum in which the officer is assigned as a tactical

officer and performs all the duties of the job. The officer receives a master of arts degree in leader development at the end of the second year and then completes the remaining two years of this tour as a tactical officer.

The basic qualifications for this program remain the same as those for other USMA instructor positions. An officer must have an outstanding file, a minimum grade point average of 3.0 in undergraduate work, and a minimum combined quantitative/verbal score of 1200 on the



Graduate Record Examination.

Addition information is available from CPT Barclay at Infantry Branch—AUTOVON 221-5520/5973.

## OAC UPDATE

Since the amount of active federal commissioned service required for promotion to captain has increased from 48 months to 53 months, advanced course attendance has slowed.

In general, officers are now scheduled for the IOAC class most closely preceding their expected promotion to captain. As a rule of thumb, the following time on station (TOS) guidelines will apply:

## ASSIGNED TO

CONUS  
CONUS (w/ prior  
overseas tour of  
12 months or  
more)  
Alaska or Hawaii  
USAREUR  
Panama

## TOS BEFORE IOAC

40-42 months  
30-36 months  
42 months  
36 months  
30 months

Lieutenants in USAREUR and Panama should consider extending their foreign service tours to reduce the time between their DEROS (date eligible to return from overseas) and their promotion to captain.

The Army is testing a program that would allow officers on orders to an advanced course to leave their dependents at their current duty stations or to relocate them to their follow-on assignments instead of moving them to the advanced course location. This program is voluntary and applies only to officers with CONUS follow-on assignments. Local military personnel offices have the details.

## HINTS FOR OFFICIAL PHOTOGRAPHS

The role of official photographs in the centralized selection process cannot be overstated.

Board members look for a current photograph whose date matches the date of the officer's latest officer record brief. Missing or out-of-date photographs indicate to the board that the officer either is not concerned about selection or is trying to hide something.

Here are a few simple hints for presenting yourself positively:

- Make sure your uniform is neat and wrinkle-free.
- Make sure it displays all of your permanently authorized decorations properly.
- Wear the shoulder patch and unit insignia of your current unit.
- If you have a mustache, either trim

it exactly as allowed in regulation or shave it off.

- Have an impartial, experienced person view your photograph before submitting it to PersCom.

- Send at least two copies to TAPC-MSE-R, Alexandria, VA 22332-0442.

## FA DESIGNATION YEAR GROUP 1982

Functional areas for year group 1982 infantry officers were designated in September 1988. This year group consisted of 508 captains who had dates of rank ranging from 1 June 1985 to 1 September 1986.

Each officer was evaluated on his manner of performance and his compatibility with each functional area that was open to infantry officers. The compatibility evaluation was based primarily upon four criteria—preference, military training, grade point average, and academic discipline. For Functional Areas 39 (Psychological Operations and Civil Affairs) and 48 (Foreign Area Officer), language aptitude was included as an additional criterion. Each functional area

proponent assigned a weight factor to each criterion, and a compatibility score was computed.

The functional area assigned to each officer was not derived solely from this compatibility score. Rather, the score was matched against the distribution targets established by the branch proponent. Thus, the most qualified officers were selected. The statistical results of the designation are available in Tables 1 and 2.

An analysis of the functional area designation for Year Group 1982 infantry officers yielded several conclusions that should be noted:

First, too many officers are not given a chance to express their desires because they have not sent their preferences to Infantry Branch for consideration.

As Table 2 illustrates, a vast majority of the officers who submitted preferences were designated in one of their preferred areas.

Second, too many infantry officers are listing preferences that are wholly incompatible with their backgrounds. For example, an officer who scored 65 on the Defense Language Aptitude Test

(DLAT) is wasting a preference if he lists FA 48 or 39 because a score of 89 is the minimum for entry into either of these functional areas.

Likewise, officers with demonstrated proficiency (academic grade point average and discipline) in technical fields such as automation or engineering may waste their preferences if they list non-technical areas such as 41 (Personnel Management) or 54 (Operations) or if they entirely exclude the functional areas in which they are proficient.

Third, far too many officers are requesting designation into FAs 41 or 54 in the belief that these areas will keep them "closer to troops" or "more competitive for promotion." These beliefs are wholly untrue. The key difference between these two "traditional" functional areas and the others is that these two are very limited fields that are heavily overpopulated. For that reason, they may never afford an officer any functional area experience. Additionally, the potential for an officer to be promoted as an FA 41 or an FA 54 is actually less than his potential to be selected from most other functional areas.

### OVERALL FAD RESULTS

FUNCTIONAL AREA	BRANCH TARGET	NUMBER DESIGNATED
48	42	42
52	11	11
49	55	55
53	48	48
51	40	40
45	25	25
97	38	38
46	33	33
39	15	15
50	15	15
54	119	119
41	67	67
<b>TOTAL</b>	<b>508</b>	<b>508</b>
<b>SINGLE TRACK</b>	<b>0</b>	<b>0</b>

Table 1

### PREFERENCE MATCH-UP

FUNCTIONAL AREA	PREFERENCE				NO MATCH	NO PREF
	1st	2d	3d	4th		
48	26	4	3	1	0	8
52	1	0	4	3	1	2
49	19	17	3	4	2	10
53	7	11	3	6	2	19
51	14	19	3	3	0	1
45	10	3	1	0	1	10
97	20	11	4	2	0	1
46	5	8	6	0	1	13
39	12	3	0	0	0	0
50	3	9	3	0	0	0
54	64	20	2	2	1	30
41	9	1	0	0	3	54
<b>TOTAL</b>	<b>190</b>	<b>106</b>	<b>32</b>	<b>21</b>	<b>11</b>	<b>148</b>
<b>SINGLE TRACK</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Table 2

